DOCUMENT RESUME

ED 072 285 VT 018 775

AUTHOR	Palomba, Neil A.; And Others
TITLE	The Employment Impact of the Des Moines Occupational Upgrading Project and Model Cities High School Equivalency Project: Project Year One Evaluation.
INSTITUTION	Iowa State Univ. of Science and Technology, Ames. Industrial Relations Center.
PUB DATE	Aug 71
NOTE	95p.
EDRS PRICE	MF-$0.65 HC-$3.29
DESCRIPTORS	*Continuation Education; *Data Bases; Employment Programs; *Employment Qualifications; Improvement; Job Placement; Job Training; *Manpower Development; *Occupational Mobility; Program Evaluation; Promotion (Occupational); Status; Underemployed
IDENTIFIERS	High School Equivalency; Model Cities

ABSTRACT

This study was conducted to: (1) evaluate the Occupational Upgrading Project (OUP) and the Model Neighborhood High School Equivalency (HSE) Project's first year of operation, and (2) create baseline data from which future and more conclusive evaluation can be undertaken. Data were gathered by conducting open-ended interviews with the administrators of the projects in which OUP clients were placed and with 422 persons grouped as participants (study groups) and various groups for contrasts (control groups). Some major findings were: (1) Out of the applicants who came to OUP for placement, more young adults, more females, and more people with high school or some college got job placement and/or training, (2) Occupational upgrading appeared to take place in all the groups surveyed, but OUP participants enjoyed more upgrading, (3) The question of upgrading for HSE participants could not be answered at this time because the small numbers who have completed the program preclude significant findings, (4) There were no significant differences when the HSE groups were compared as to changes in job requirements and sources of job skills, and (5) The OUP program but not the HSE program increased the employment status of its participants. (Author/SB)

ED 072285

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1st Year Evaluation Report

Model City - Des Moines

Projects to Achieve Occupational Upgrading:
High School Equivalency Project in Model City-Des Moines
Occupational Upgrading Project

VT 019725

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August 1971

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THE EMPLOYMENT IMPACT OF THE DES MOINES OCCUPATIONAL UPGRADING PROJECT AND MODEL CITIES HIGH SCHOOL EQUIVALENCY PROJECT: PROJECT YEAR ONE EVALUATION

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1971

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We would like to express our appreciation to the
Model Neighborhood Residents who
interviewed, were interviewed, followed-up
and coded the data basic to this study
and
to the staffs of the
Model City Agency,
High School Equivalency Project,
and Occupational Upgrading Project
for their cooperation with this evaluation

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SUMMARY

This study has two purposes. First, the study evaluates the Occupational Upgrading Project (OUP) and the Model Neighborhood High School Equivalency (HSE) Project's first year of operation. Second and more important, the study creates baseline data from which future and more conclusive evaluation can be undertaken.

No manpower program can be completely evaluated in its 10 months of operation. However, with good baseline data most manpower programs can be periodically evaluated in order to both improve the programs and to more conclusively establish their full impact.

The technique involved was to conduct open ended interviews with the administrators of the projects in which OUP clients were placed. Also, interviews were conducted with some 422 persons grouped as participants (study groups) and various groups for contrasts (control groups).

Following are the major findings from this survey data:

(1) Out of the applicants who came to OUP for placement more young adults, more females, and more people with high school or some college got placement and/or training. When we compare the MNR's who received Model City jobs without OUP services to the OUP participants, the OUP participants have more high school and some college (but less non-high school graduates and less college graduates). The OUP participants are also predominately heads of household and have dependents. However, so are the other groups. Thus it would seem that OUP services did not result in placing proportionately more persons of head of household status as we would have expected from their priority for service. OUP had more

females and more young adults, but so did the Model City jobs as a whole and applicants. OUP had almost no non-high school completions among its clientele.

(2) It seems that occupational upgrading took place in all of the groups we surveyed. However, the tentative evidence is that the OUP participants enjoyed some more upgrading (especially in enjoyment of job and perhaps opportunity to advance). Some of this OUP upgrading was due to the Model City jobs alone.

(3) The question of occupational upgrading cannot be answered at this time for HSE. The small numbers who have completed the HSE program preclude significant findings.

(4) The OUP and non-OUP groups seem to have the same increase in job quality (when quality is measured by job requirements). Also their training patterns were similar for their present job.

(5) There are no significant differences when we compare the HSE groups as to changes in job requirements and sources of job skills.

(6) The participants' evaluation of OUP is favorable, but a number of participants (particularly placements-only) answered that they did not use the services of OUP. The OUP participants were optimistic about the future, but so was every other group we interviewed.

(7) The HSE participants were also optimistic about the future.

(8) The OUP program increased the employment status of its participants (by decreasing unemployment and not-in-the labor force status). However, at least some of this was due to the opportunity of Model City jobs alone.

(9) HSE completions did not significantly increase their employment status, but the movement that did occur was in the direction of more employment.

(10) The OUP program increased the job satisfaction score of its participants, but at least some of this was due to the opportunity of Model City jobs alone. All persons with Model City jobs indicated enjoyment of their job.

(11) Both the OUP and HSE projects had no significant short-run effect upon the sociological factors of community participation, powerlessness, and role in making household decisions.

(12) The tentative evidence is that OUP raised the earnings of its participants (especially those who were trained and placed). This is additional to the increase due to the opportunity of jobs.

(13) The evidence is that HSE had a positive impact on earnings; however, the size of the program makes this finding very tentative.

(14) The social economic benefit/cost ratio is very favorable for OUP (a ratio of 2.9 to 1.0). Moreover, the government is estimated to recover about 75 per cent of its economic outlay for OUP.

The overall assessment of OUP is favorable but qualified. Firm indications exist of a favorable movement in job earnings and job rewards. However, the existence of the confounding effect of the upgrading program and the employment and training services to Model City funded agencies precludes making an unqualified statement.

These results at this stage of operation are not unexpected and performance in subsequent years could be quite good, or quite disappointing.

Analysis of OUP's impact in subsequent years will provide the answer as to whether OUP gathers strength with age and experience, or merely grows fat, flabby and indolent. There are many reasons to expect strong performance in the future.

RECOMMENDATIONS FOR PROGRAM YEAR II - OUP

These recommendations reflect a basically positive assessment of OUP's accomplishments and emphasize trends that probably would occur naturally in the operations of OUP.

Recommendations for the Occupational Upgrading Project:

(1) The similarity of job rewards patterns and other evidences of upgrading among the various groups as well as the similarity of clientele characteristics, suggests the specialized services of OUP in a centralized referral capacity are not required to obtain substantially improved positions for the residents in jobs where employment objectives can be mandated directly to the employer. However, OUP must be supported as a focal point in the upgrading employment market and also receive support in placement and upgrading from the various agencies. To get the upgrading market OUP will have to have broader services available and serve some placement-only clients.

We recommend that:

(a) All Model City jobs be listed through OUP <u>but</u> the major consideration be the employment of Model City residents in Model Cities jobs from whatever source;

(b) That OUP be in contact with the various agencies and their employees to assist in joint planning and financing of upgrading;

and (c) That OUP's staff and overhead for the non-upgrading placement services be kept to a minimum.

(2) The importance of obtaining wider job opportunities for Model City residents suggests the major effort by OUP should be to obtain

upgrading job opportunities from employers not presently hiring in the Model Neighborhood or not hiring MNR's for upgraded positions. It is doubtful that OUP's program costs can be justified if jobs presently being filled from MNR sources are merely rechanneled through OUP.

We recommend:

(a) The primary emphasis be on new opportunities in the wider Des Moines economy, and not that of easing and smoothing out existing job search and placement processes.

(b) Clients being served should be identified as 1) minimum-service "placement-only", or 2) a specific identification of "underemployed," or 3) not "underemployed" but served as training support of some Model City funded project.

The identification of these three populations is vital to any further evaluation effort of the OUP program. Service to the first population is not in our opinion a justifiable basis by itself for OUP's continuation; the second is the population whereby Model Cities seeks to demonstrate new services to a new clientele; and the third is a support role to Model Cities and is not of a demonstration nature.

(3) Upgrading apparently can take place with or without associated institutional training and educational services. The major sources of job skills appear to be on-the-job training and those skills learned by "training yourself". It is possible for clients to have upgrading programs without institutional training components.

(4) There does appear a demand for educational services on the part of substantial numbers of residents. Since financial problems were listed as a major cause of failure to achieve greater educational development,

we therefore recommend:

(a) That OUP continue financing residents in higher educational opportunities;

(b) That OUP make the first year of these services available to persons designated "underemployed" or those served as part of training for a Model City project;

(c) That for subsequent years joint planning and financing of educational costs be utilized with the employer, employee and OUP included;

and (d) That upgrading resources be directed to heads of households on a priority basis.

Further, for substantial OUP financial involvement the employment objectives must be well specified (written out) and clearly related to the educational objectives. These objectives should form the basis for an agreement between OUP, the client and the employer (if the upgrading planned is internal) and include the responsibilities of each party. Costs for supportive program services (testing, counseling etc.) should be kept to an absolute minimum for students after the first year and be basically for purchase of educational services.

(5) The educational and vocational assessment, counseling activities and follow-up need to be more closely coordinated. The sequence of interviews may be unnecessarily repetitive and lead to fragmentation and duplication of service. Career development planning, counseling, follow-up, etc., all require joint action and this is limited by the physical separation.

We recommend that:

(a) These functions be physically located together;

and (b) The organizational structure be modified so there is clear

responsibility for the unit that develops and coordinates career planning and training activities.

(6) OUP should examine if the following represent efficient use of resources:

(a) Are eight to five, Monday through Friday office hours well-designed to serve an employed clientele?

(b) Is the present staffing balance between interviewing, follow-up and job development realistic in view of the importance to obtain new job opportunities?

Recommendations for High School Equivalency Project

There is limited evidence of HSE achieving occupational upgrading. Before recommendations based on upgrading impact can be made HSE must demonstrate its ability to reach a larger group of clients.

This program should be reconsidered with special emphasis on its linkages to other manpower efforts. Possibly reasons other than the impact on labor force status and job rewards justify its continuation. We would expect that the High School Equivalency project would have a beneficial impact on employment status but this cannot be shown at this time.

We do question the 70:30 predominance of females and would recommend an effort to serve more males.

INTRODUCTION

Origins of Program

Underemployment in the Des Moines Model Cities Neighborhood has been identified as a major problem. A 1968 survey of the Model Neighborhood showed that the census classes of service workers, private household workers, laborers and operatives and kindred workers included 59.4 per cent of the Model Neighborhood labor force as opposed to only 30.5 per cent for the nine counties in the Des Moines area. Within the Model Cities Neighborhood, black males in the 22 to 45 year old age brackets had their employment status concentrated in lower level occupations (122 per cent according to the Warner scale rating system) when compared to the white males. Similarly, females were disportionately distributed in the lower occupational classes (124 per cent) when compared to Model Neighborhood males.[1/]

The result of these observations led to a major program emphasis on occupational upgrading. Three major program efforts were planned: (1) Occupational Upgrading Project; (2) High School Equivalency and Adult Basic Education (hereafter HSE); and (3) economic development through a Community Development Corporation. The first two of these were implemented in the first program year and are the subject of this analysis.

Description of Occupational Upgrading Project

The goal of the Occupational Upgrading Project was to identify approximately 80 underemployed Model Neighborhood residents as clients

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1/ Report of the Des Moines Model City Planning Project Part 1 Problem Analysis; Goals and Program Approaches. Strategy, City of Des Moines, Iowa, p. Em-2.

with priority to go to those 26 years and older and household heads. Counseling and placement services were to be provided from a staff while appropriate educational or training services could be purchased. The program was expected to utilize existing services and resources to the extent clients were qualified, rather than to replace or duplicate existing services. As an individualized approach was anticipated, the project would require flexibility and subtle judgments to design the upgrading services appropriate for each individual's situation. Consequently, highly structured procedures were not specified in advance of consideration of each situation, but rather an advisory committee would review policies and recommendations for expenditures on behalf of individual clients.

The Occupational Upgrading Project was intended to operate on both the supply and demand side of occupational upgrading. The Project would approach employers and obtain their cooperation in hiring Model Neighborhood residents for positions that previously had been filled by persons of different socio-economic, racial, sex, or educational characteristics. To support this, Occupational Upgrading would identify persons with the potential to be successful at the upgraded position and would enable their development by financial assistance for education and training that would: (1) demonstrate their capability to function at the higher position and/or (2) give them the required skills for being successful in the new career. The training was to follow after obtaining the job or job guarantee. Some $300,000 was requested for this effort.

As the entire Des Moines Model City plan was assembled, it was apparent that considerable employment opportunities would result from

implementation. An estimated 120 paraprofessional, service and clerical jobs and some 60 administrative and professional positions would be funded. These employment opportunities were to go to Model Neighborhood residents wherever possible and to accomplish this, it was decided that a program effort would be funded to enable residents to obtain information and referral to the various projects through a central referral facility. As it did not appear feasible to utilize existing programs for this referral effort, and as it was anticipated there would be an intensive but concentrated placement effort, the decision was to utilize the Occupational Upgrading Program in this initial referral capacity with their subsequent emphasis on the upgrading effort. However, some of the 80 upgrading placements would be in the 120-200 Model City jobs. $93,000 was requested to accomplish this referral activity, necessary staff training and supportive services.

Implementation of the Occupational Upgrading Project was modified by several decisions:

(1) The upgrading priorities for underemployed, 25 years old plus and head of household status was extended to <u>all</u> the referrals of OUP.

(2) A Model City committee advertised the total range of anticipated job openings considerably in advance of implementation or hiring. Hence large numbers of applications were received before the referral mechanism was available and resident expectations of immediate referral and employment could not be fulfilled.

(3) Some projects were funded and hiring completed before the Occupational Upgrading Project was operational.

(4) The implementation of other projects was phased over the first program year so the referral activity was not concentrated in a short period with the full emphasis then shifted to upgrading. As a result, program objectives were somewhat obscured.

(5) The Occupational Upgrading funding was reduced.

Other factors also complicated implementation. The national and local level of economic growth slowed just as large numbers of college graduates entered the labor market. Competition for better positions became significantly sharper as demand decreased just when supply increased. Summer and fall 1970 private placements by OUP were obviously in a different market situation than when OUP was planned in winter and spring 1969. Consequently the decision to serve underemployed, 25 year old plus, heads of household was not fully adhered to as the national unemployment picture changed.

Description of the High School Equivalency Project

The High School Equivalency Project was intended to support occupational upgrading by enabling Model Neighborhood residents to upgrade academic skills through high school level and/or receive the High School Equivalency Certificate. The General Educational Development (GED) assessment is utilized to grant a certificate that educational development is equivalent to high school graduates. This equivalency certificate enables a person to better compete in the labor market for jobs with high school completion requirements but without having to complete the regular time-consuming schedule of studies for a diploma.

Project services would include: recruitment, instruction, materials and the testing required to upgrade academic skills (Mathematics, English,

Social Studies, Science, Literature) and/or to obtain the equivalency certificate based on educational development. Both professional and para-professional staff would be utilized.

It was anticipated that benefits other than improvement of employability were associated with educational development and the services were not restricted to those persons active in or entering the labor force.

In implementation, the High School Equivalency Project was modified to have a special neighborhood facility devoted exclusively to educational activity. The entire Prevocational services of the Des Moines Area Community College was extended to residents and these services were available without charge on both day and evening schedules. The High School Equivalency services were usually individualized and volunteer tutors were utilized for persons who needed tutoring. The educational counselor position was not staffed during the first year and the instructors and administrators were relied on for counseling.

PART 1 OF THE EVALUATION

Operating Agencies Interviews

As part of our overall evaluation of the Occupational Upgrading Project (hereafter OUP) interviews were held with seventeen Model City funded components[1/] which had utilized the services of OUP. They were asked about OUP's outreach, counseling, testing, referral, training and education, adjustment to work, provider of technical assistance activities, and orientation. The interviews were conducted by Iowa State University staff members and utilized an open-ended response format. These responses are summarized in the following seven statements.

(1) Outreach and recruitment activities by OUP were found to be of value by nine of the 17 interviewees. Two agencies expressed criticism of OUP's outreach and two indicated OUP had tried to help but couldn't find applicants. Three used other manpower agencies that subsidize wages. Most of the agencies see a need for a centralized outreach and recuitment. Although several indicated they could recuit applicants from the neighborhood.

(2) There were several criticisms of OUP's counseling and testing involving the frequency of testing after employment. A large number of the agencies didn't know much about these activities. These services were typically viewed as possibly helpful to the applicant and OUP in making referrals but not to the agencies directly. Where the agencies

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[1/] Home Care Homemaker Service; Coordinator of Model City School Projects; Oakridge Tiny Tot Child Care; Adult Dental Care; Legal Aid Society of Polk County; Consumer Education and Protection Organization; Continuous Development Program; Iowa Children and Family Services; Police Cadet Project; Community Corrections Center; Model City Housing Project #1; Health Education; Home Owners and Renters Counseling Service; Comprehensive Child Care; Expanded Use of School Facilities; High School Equivalency; and New Horizons Expansion.

were familiar with these services, they expressed a positive view and expressed a need for continued counseling and testing services to be available for applicants.

(3) Most of the agencies found the referral process adequate. Where problems resulted, they included failure to get the applications to the agency prior to the interview, and a lack of agreement between OUP and the agency as to the level or type of abilities the applicant should have. One agency had experienced inaccurate information on the application.

(4) The training and education activities of OUP received favorable comments from nine of the agencies. Three expressed only critical comments. Some of those with basically favorable views criticized parts of the service. Most agencies desired to have coursework related to work and felt their involvement in planning would help each type of experience support the other. Only one agency saw no role for OUP in training and educational matters.

(5) There was considerable criticism of OUP's involvement (six agencies) in the "adjustment to work" process. Most agencies feel this is the heart of the employer-employee relationship and for an outside party to attempt to "manage" the adjustment situation is very detrimental. Four agencies did find OUP useful. Most agencies felt a role of listening and communications would be valid, with OUP then helping management plan a response to solve the problems. Several agencies interpreted OUP's activities as wanting responsibility for basic employee supervision, evaluation and discipline.

(6) Most agencies found OUP's services as a provider of technical assistance of limited value or, had not received services of this nature. Only three agencies responded that OUP was of service (valuable) as a resource. However, in the discussion of career development a need was expressed by most agencies to have the assistance of an outside agency to act as a resource to the operating agency. A number of agencies that had received limited services of this type saw a need for a stronger role by OUP if staff were experienced and trained in personnel work.

(7) There was no single view of OUP's approach or style as being employer or employee-oriented or neutral. The most common view as to OUP's future role would be that of a third party. They felt OUP should be available to both the employer and employee without being the advocate of either unless there was a failure of performance by either party.

The recommendations drawn from these interviews were transmitted to the Model Cities Agency and OUP under a separate cover.

PART II OF EVALUATION

Participant Interviews (Methodology)

The major evaluation of OUP and HSE comes from a lengthy questionnaire administered to participants in these two programs and to appropriate groups (the controls) who did not participate in the programs. The questionnaire first determined the basic characteristics of the people. These characteristics included age, race, sex, education, household composition, labor force status, etc.

The questionnaire also dealt with various subjects where it was expected OUP and/or HSE might have an impact. These included changes in occupational level as measured by: job rewards, job requirements, labor force status, and job satisfaction. Also the impact on community participation, powerlessness, and role in household decision-making was measured.

In addition to analyzing the above data, we have also completed an economic benefit-cost analysis and an estimate of the recovery of program costs from tax revenues. At this point we must emphasize that this evaluation is of a short run nature since we are evaluating OUP and HSE participants ten months after program start-up. Thus conclusions about benefits must be considered tentative until the programs have operated for another year or two.

To evaluate OUP and HSE we used more than one control group. For the OUP program we have four comparisons available. The first comparison is OUP participants versus OUP applicants 22 years of age and older (the traditional study vs. control). Younger applicants would confound upgrading with normal work establishment. Our second comparison attempts

to look at the OUP effect of training, placement services and opportunity compared to the effect of job opportunity alone which Model City provided with or without OUP's services. A group of persons who got Model City jobs without OUP's services is utilized. Our third comparison is a further refinement of the second comparison using only Model Neighborhood persons who were placed without OUP. Our fourth comparison attempts to look at the two different OUP services (placement alone versus placement and training).

For the HSE program we have two comparisons. We examine those who started HSE but did not complete it yet, to those who have almost completed or have completed HSE. We also look at all the HSE participants versus those in our survey population who have less than 12 years of education but are not in HSE. The first comparison is a type of study versus control (HSE completed versus HSE not completed), and our second comparison allows us to compare HSE participants with an inner city population who have not entered HSE.

Because this study was to measure the impact on occupational upgrading, those persons under 20 years of age were arbitrarily deleted from the HSE study population. This was felt justified in that persons less than 20 are usually not established yet in the labor force and the natural process of initial work establishment of the 16-19 year old age group would confound the study.

OUP Participant Characteristics

We observed that the OUP participants were:

- 44 per cent 24 years of age or younger
- 59 per cent female
- 85 per cent black
- 79 per cent with high school or some college
- 59 per cent in a household with children
- 61 per cent heads of households
- 60 per cent Des Moines residents since before 1965
- 71 per cent had lived at their current address since before 1970
- 46 per cent not working prior to application with OUP (29 per cent unemployed and 17 per cent out-of-the labor force)

However, these are also the group characteristics of the OUP applicant-only individuals.

A look at the comparisons of the OUP participants versus OUP applicant-only group, (using the Chi Square test for statistically significant differences[1/]) indicated the OUP participants are:

- younger**
- a higher percentage female**
- a higher percentage as high school graduates and with college and fewer non-high school graduates or college graduates**
- tended to live at their current address longer*

1/We define "significance" as at the 95 per cent probability level or higher and they are marked with a **. If there is statistical significance at the 90 per cent level, it is worded as "tending toward significance", and marked with a *. If the statistical significance is less than 90 per cent, there is no "statistical significance". To be significant at the 95 per cent level means that if a difference was observed, at least 19 out of 20 times it was because there actually was a difference.

There is no statistical difference between the groups as to race, household composition, head of household status, length of time in Des Moines, and labor force status before applying to OUP. (See Tables 1 through 9, columns 1 versus 2 for the frequency distributions.)

Comparing the OUP participants to those who got jobs in the Model City program (both MNR's and non-MNR's) without OUP, indicates the OUP participant group:

- tends to be younger*
- tends to be a higher percentage female*
- has more black persons**
- has a higher percentage as high school graduates and with some college, and fewer each of non-high school graduates and college graduates**

There is no statistical difference between the groups as to household composition, head of household status, length of time in Des Moines, length of time at current address, and labor force status before application. (See Tables 1-9 columns 1 versus 3 for the frequency distributions.)

When we compare the OUP participants to the MNR's who have Model City funded jobs but did not use OUP's services, we find that the OUP participant group has:

- a higher percentage of high school graduates, persons with some college but fewer non-high school graduates**
- tends to have a higher percentage of females*

There is no statistical difference between the groups as to age, race, household composition, head of household status, length of time in Des Moines, length of time at current address, and labor force status before application to the program. (See Tables 1-9 columns 1 versus 4).

Within the OUP program, certain persons participated in training, and others just received placement services. There did not appear to be substantial differences in these groups. Those receiving training tended to be concentrated in the 25 to 44 year old group* as the only observed difference. (See Tables 1-9 columns 5 versus 6.)

To summarize the differences of OUP participants from appropriate groups for comparison, OUP did have:

- a higher percentage of females
- more younger persons, especially those under 25 years of age
- more with high school completion or some college and fewer without their high school diploma

However, the OUP participant group is quite similar to the MNR's who got Model City funded jobs without OUP services. The only clear difference was that the OUP group had a higher percentage of high school graduates and a lower percentage of college graduates.

HSE Participant Characteristics

We observed that the HSE participants were:

- 65 per cent 25 to 44 years of age
- 71 per cent female
- 66 per cent black
- 62 per cent in a household with children
- 66 per cent heads of households
- 60 per cent Des Moines residents since before 1965
- 69 per cent had lived at their current address since before 1970
- 64 per cent not working prior to application with HSE (21 per cent unemployed and 43 per cent out-of-the labor force)

Using the Chi Square statistical technique to compare everyone in HSE to everyone in our survey (see data appendix) who had less than 12 years of education but was not in HSE, we find that the HSE participant group is:

- more concentrated in the 25-44 years old range**
- has more white persons**
- tends to have more children in the household*
- tends to include more females*

There is no statistical difference between the groups as to head of household status, length of time in Des Moines, and labor force status before program. (See Tables 1-9 columns 7 versus 8.)

When we compare those in HSE who have completed four or more parts with those in HSE who have only started (completed less than four parts) we find that those who have finished (or just about finished) HSE tend

to include more black persons*. There are no statistical differences between these two groups as to any other variables. (See Tables 1-9 columns 9 versus 10.)

Table 1. Age

(See pages 18 and 19 for definition of the groups.)

	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
15-24 years	43.9%	24.1%	28.7%	36.0%	38.0%	50.8%	41.5%	17.5%	17.9%	19.0%
25-34 years	25.0%	43.1%	28.7%	26.0%	32.4%	16.4%	23.1%	41.3%	41.0%	47.6%
35-44 years	16.7%	15.5%	26.6%	24.0%	19.7%	13.1%	12.3%	23.8%	23.1%	23.8%
45+ years	14.4%	17.2%	16.0%	14.0%	9.9%	19.7%	23.1%	17.5%	17.9%	9.5%
	100.0	99.9	100.0	100.0	100.0	100.0	100.0	100.1	99.9	99.9

Chi Square (Col. 1 vs. 2) = 8.742 Significant at 95% level

Chi Square (Col. 1 vs. 3) = 6.358 Significant at 90% level

Chi Square (Col. 1 vs. 4) = 1.610 Not significant

Chi Square (Col. 5 vs. 6) = 7.635 Significant at 90% level

Chi Square (Col. 7 vs. 8) = 12.406 Significant at 99% level

Chi Square (Col. 9 vs.10) = 0.795 Not significant

Table 2. Sex

(See pages 18 and 19 for definition of the groups.)

	(1) OUP Total	(2) OUP Appli-cants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Train-ing	(6) OUP Place-ments	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Com-pleted	(10) HSE Com-pleted
Female	59.3%	41.4%	46.3%	44.0%	55.6%	63.5%	55.2%	71.2%	71.4%	76.2%
Male	40.7%	58.6%	53.7%	56.0%	44.4%	36.5%	44.8%	28.8%	28.6%	23.8%
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Chi Square (Col. 1 vs. 2) = 5.219 Significant at 97.5% level

Chi Square (Col. 1 vs. 3) = 3.760 Significant at 90% level

Chi Square (Col. 1 vs. 4) = 3.435 Significant at 90% level

Chi Square (Col. 5 vs. 6) = 0.877 Not significant

Chi Square (Col. 7 vs. 8) = 3.653 Significant at 90% level

Chi Square (Col. 9 vs.10) = 0.161 Not significant

Table 3. Race *

(See pages 18 and 19 for definition of the groups.)

	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
Black	86.7%	78.6%	58.5%	77.6%	87.5%	85.7%	81.5%	66.2%	58.5%	81.0%
White	13.3%	21.4%	41.5%	22.4%	12.5%	14.3%	18.5%	33.8%	41.5%	19.0%
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Chi Square (Col. 1 vs. 2) = 1.959 Not significant

Chi Square (Col. 1 vs. 3) =23.498 Significant at 99.95% level

Chi Square (Col. 1 vs. 4) = 2.250 Not significant

Chi Square (Col. 5 vs. 6) = 0.093 Not significant

Chi Square (Col. 7 vs. 8) = 3.983 Significant at 95% level

Chi Square (Col. 9 vs.10) = 3.115 Significant at 90% level

*There were three non-white, non-black persons who were eliminated from the tables for reasons of anonimity.

Table 4. Education

(See pages 18 and 19 for definition of the groups.)

	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
Less than 12 years	11.9%	28.6%	17.4%	33.3%	9.9%	14.3%	-----	-----	-----	-----
12 years	57.5%	42.9%	32.6%	37.5%	62.0%	52.4%	-----	-----	-----	-----
13-15 years	21.6%	16.1%	13.0%	6.3%	21.1%	22.2%	-----	-----	-----	-----
16+ years	9.0%	12.5%	37.0%	22.9%	7.0%	11.1%	-----	-----	-----	-----
	100.0	100.1	100.0	100.0	100.0	100.0				

Chi Square (Col. 1 vs. 2) = 9.180 Significant at 95% level

Chi Square (Col. 1 vs. 3) = 31.498 Significant at 99.9% level

Chi Square (Col. 1 vs. 4) = 22.110 Significant at 99.95% level

Chi Square (Col. 5 vs. 6) = 1.718 Not significant

Table 5. Household Composition

(See pages 18 and 19 for definition of the groups.)

	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
1 Adult	17.0%	24.1%	15.8%	18.0%	22.2%	11.1%	26.9%	15.2%	16.7%	14.3%
1+ Adults	23.7%	25.9%	22.1%	20.0%	18.1%	30.2%	32.8%	22.7%	23.8%	19.0%
1 Adult with children	22.2%	10.3%	15.8%	14.0%	22.2%	22.2%	16.4%	27.3%	26.2%	33.3%
2 Unmarried adults with children	8.1%	8.6%	13.7%	12.0%	8.3%	7.9%	10.4%	9.1%	11.9%	4.8%
2 Married adults with children	28.9%	31.0%	32.6%	36.0%	29.2%	28.6%	13.4%	25.8%	21.4%	28.6%
	99.9	99.9	100.0	100.0	99.9	100.0	99.9	100.1	100.0	100.0

Chi Square (Col. 1 vs. 2) = 4.287 Not significant

Chi Square (Col. 1 vs. 3) = 3.188 Not significant

Chi Square (Col. 1 vs. 4) = 2.661 Not significant

Chi Square (Col. 5 vs. 6) = 4.522 Not significant

Chi Square (Col. 7 vs. 8) = 7.831 Significant at 90% level

Chi Square (Col. 9 vs.10) = 1.493 Not significant

Table 6. Head of Household Status (Whose Income Goes for Rent)

(See pages 18 and 19 for definition of the groups.)

	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
Respondent	61.2%	68.4%	65.6%	60.4%	64.8%	57.1%	69.7%	66.2%	71.4%	55.0%
Respondent's spouse	28.4%	21.1%	29.0%	31.3%	25.4%	31.7%	18.2%	26.2%	21.4%	35.0%
Other	10.4%	10.5%	5.4%	8.3%	9.9%	11.1%	12.1%	7.7%	7.1%	10.0%
	100.0	100.0	100.0	100.0	100.1	99.9	100.0	100.1	99.9	100.0

Chi Square (Col. 1 vs. 2) = 1.145 Not significant

Chi Square (Col. 1 vs. 3) = 1.864 Not significant

Chi Square (Col. 1 vs. 4) = 0.265 Not significant

Chi Square (Col. 5 vs. 6) = 0.850 Not significant

Chi Square (Col. 7 vs. 8) = 1.648 Not significant

Chi Square (Col. 9 vs.10) = 1.657 Not significant

Table 7. Length of Time in Des Moines

(See pages 18 and 19 for definition of the groups.)

	(1) OUP Total	(2) OUP Appli-cants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Train-ing	(6) OUP Place-ments	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Com-pleted	(10) HSE Com-pleted
1965 and after	40.4%	32.7%	41.9%	27.3%	40.7%	40.0%	33.3%	39.7%	40.5%	38.9%
Before 1965	59.6%	67.3%	58.1%	72.7%	59.3%	60.0%	66.7%	60.3%	59.5%	61.1%
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Chi Square (Col. 1 vs. 2) = 0.854 Not significant
Chi Square (Col. 1 vs. 3) = 0.044 Not significant
Chi Square (Col. 1 vs. 4) = 2.316 Not significant
Chi Square (Col. 5 vs. 6) = 0.005 Not significant
Chi Square (Col. 7 vs. 8) = 0.496 Not significant
Chi Square (Col. 9 vs.10) = 0.014 Not significant

Table 8. Length of Time at Current Address

(See pages 18 and 19 for definition of the groups.)

	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
October, 1970 or after	15.2%	15.8%	18.1%	14.0%	12.7%	18.0%	27.3%	18.5%	16.7%	20.0%
January, 1970-October, 1970	13.6%	26.3%	17.0%	20.0%	11.3%	16.4%	24.2%	12.3%	9.5%	20.0%
1965-1969	44.7%	43.9%	38.3%	40.0%	47.9%	41.0%	31.8%	55.4%	57.1%	50.0%
1964 and earlier	26.5%	14.0%	26.6%	26.0%	28.2%	24.6%	16.7%	13.8%	16.7%	10.0%
	100.0	100.0	100.0	100.0	100.1	100.0	100.0	100.0	100.0	100.0

Chi Square (Col. 1 vs. 2) = 6.408 Significant at 90% level
Chi Square (Col. 1 vs. 3) = 1.242 Not significant
Chi Square (Col. 1 vs. 4) = 1.175 Not significant
Chi Square (Col. 5 vs. 6) = 1.762 Not significant
Chi Square (Col. 7 vs. 8) = 8.007 Significant at 95% level
Chi Square (Col. 9 vs.10) = 1.778 Not significant

Table 9. Labor Force Status Before Program

(See pages 18 and 19 for definition of the groups.)

	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
Working part-time	6.8%	8.9%	11.8%	12.5%	5.6%	8.2%	6.3%	7.9%	4.9%	15.0%
Working full-time	47.4%	46.4%	64.5%	54.2%	52.8%	41.0%	37.5%	28.6%	31.7%	25.0%
Unemployed	29.3%	17.9%	9.7%	14.6%	26.4%	32.8%	31.3%	20.6%	14.6%	35.0%
Not in labor force	16.5%	26.8%	14.0%	18.8%	15.3%	18.0%	25.0%	42.9%	48.8%	25.0%
	100.0	100.0	100.0	100.1	100.1	100.0	100.1	100.0	100.0	100.0

Chi Square (Col. 1 vs. 2) = 4.367 Not significant

Chi Square (Col. 1 vs. 3) = 14.719 Significant at 99.5% level

Chi Square (Col. 1 vs. 4) = 4.846 Not significant

Chi Square (Col. 5 vs. 6) = 1.923 Not significant

Chi Square (Col. 7 vs. 8) = 5.260 Not significant

Chi Square (Col. 9 vs.10) = 6.356 Not significant

OUP and Change in Occupational Level

For our evaluation of the change in occupational level we have measured occupational level in terms of job rewards (income, opportunity to advance, horizontal mobility or to get a similar job with a different employer, do they enjoy the job, job security, prestige, and ability to qualify for job). Everyone who worked in the last six months in our survey was asked to rate their current or most recent job, compared to past jobs as to each of these rewards. In addition, we combined the response for each reward into a composite job reward score.

When we compare the OUP participants to some of the other groups in our survey we find a great degree of similarity. There are no statistically significant differences between the OUP participants and the OUP applicants except that the OUP participants reported that they enjoy their current job compared to past jobs to a significant extent more than the OUP applicants**. Also, there is a tendency for the OUP participants to have a higher overall job reward score*. (See Tables 10-17 columns 1 versus 2.)

When we compare the OUP participants to the MNR's and non-MNR's who received Model City jobs without OUP we find no significant difference in the composite job reward score. However, the OUP participants had a significantly higher change in opportunity to advance** and there was a tendency for the OUP participants to report a higher increase in job security*. Refining this comparison by looking at the OUP participants versus the MNR's with Model City jobs without OUP, we find that the OUP participants report a higher increase in opportunity to advance**. (See Tables 10-17 columns 1 versus 3 and 1 versus 4.)

There are no significant differences between the OUP placements only and the OUP placements and training as to any of the job rewards. (See Tables 10-17 columns 5 versus 6.)

Reviewing the data in Tables 10 through 17 we see that the OUP participants have been upgraded when measured in terms of job rewards. However, the other groups have also experienced upgrading in terms of job rewards. The differences that do exist are in favor of OUP. To summarize the change in the job rewards measure of occupational upgrading we have constructed Table 18. The percentages of persons reporting "more" and "considerably more" responses in each group are added for each job reward and for the overall job reward score. Examination of this table reveals that the OUP participant group usually has more positive responses than the non-OUP groups. The job rewards rankings in Table 18 is the order that resulted from asking everyone in our survey to rank the job rewards as to their importance.

An overall summary of the job rewards analysis indicates that some, but not a statistically significant amount of upgrading has taken place in the OUP program (and some of this may be due to the opportunity presented by the Model City jobs themselves). However, Table 18 indicates that as time goes by, the OUP participants may experience considerable more upgrading (as measured by job rewards), since the OUP participants have consistently higher responses after ten months of the program.

HSE and Change in Occupational Level

Comparing HSE completions to HSE non-completions we can find no significant differences as to their job rewards. A similar statement can be made for the HSE participants versus the less-than-12 years education but non-HSE respondents in our survey. This latter comparison reveals a significant difference in the distribution only for the job security** reward. However this difference is not very meaningful since the HSE participants have a larger "more" response but they also have a larger "less" response. (See Tables 10-17 columns 7 versus 8 and 9 versus 10.)

We also included two HSE groups in Table 18. With the small numbers in the HSE program that had a job at the time of our survey, the differences that were reported are not very meaningful. The question of the occupational upgrading impact is largely unanswered for the HSE program. These results might only be apparent over a longer period of time.

Table 10. Income - Present Job vs. Past Jobs

(See pages 18 and 19 for definition of the groups.)

Responding:	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
Less income	16.5%	28.6%	11.5%	13.3%	18.2%	14.8%	24.6%	27.5%	29.2%	14.3%
Same income	30.3%	21.4%	31.0%	22.2%	27.3%	33.3%	38.6%	22.5%	20.8%	28.6%
More income	53.2%	50.0%	57.5%	64.4%	54.5%	51.9%	36.8%	50.0%	50.0%	57.1%
	100.0	100.0	100.0	99.9	100.0	100.0	100.0	100.0	100.0	100.0

Chi Square (Col. 1 vs. 2) = 3.131 Not significant
Chi Square (Col. 1 vs. 3) = 1.022 Not significant
Chi Square (Col. 1 vs. 4) = 1.658 Not significant
Chi Square (Col. 5 vs. 6) = 0.555 Not significant
Chi Square (Col. 7 vs. 8) = 2.947 Not significant
Chi Square (Col. 9 vs.10) = 1.136 Not significant

Table 11. Opportunity to Advance - Present Job vs. Past Jobs

(See pages 18 and 19 for definition of the groups.)

Responding:	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
Less opportunity to advance	13.6%	26.2%	23.0%	17.8%	16.1%	11.1%	21.1%	28.2%	30.4%	21.4%
Same opportunity to advance	20.0%	21.4%	34.5%	37.8%	21.4%	18.5%	35.1%	15.4%	13.0%	14.3%
More opportunity to advance	66.4%	52.4%	42.5%	44.4%	62.5%	70.4%	43.9%	56.4%	56.5%	64.3%
	100.0	100.0	100.0	100.0	100.0	100.0	100.1	100.0	99.9	100.0

Chi Square (Col. 1 vs. 2) = 3.782 Not significant

Chi Square (Col. 1 vs. 3) = 11.194 Significant at 99.5% level

Chi Square (Col. 1 vs. 4) = 6.938 Significant at 95% level

Chi Square (Col. 5 vs. 6) = 0.869 Not significant

Chi Square (Col. 7 vs. 8) = 4.559 Not significant

Chi Square (Col. 9 vs.10) = 0.359 Not significant

Table 12. Horizontal Mobility with a Different Employer - Present Job vs. Past Jobs

(See pages 18 and 19 for definition of the groups.)

Responding:	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
Less horizontal mobility	9.0%	14.0%	6.9%	8.9%	7.1%	10.9%	10.5%	17.9%	21.7%	7.1%
Same horizontal mobility	34.2%	27.9%	33.3%	35.6%	28.6%	40.0%	47.4%	28.2%	26.1%	28.6%
More horizontal mobility	56.8%	58.1%	59.8%	55.6%	64.3%	49.1%	42.1%	53.8%	52.2%	64.3%
	100.0	100.0	100.0	100.1	100.0	100.0	100.0	99.9	100.0	100.0

Chi Square (Col. 1 vs. 2) = 1.122 Not significant
Chi Square (Col. 1 vs. 3) = 0.357 Not significant
Chi Square (Col. 1 vs. 4) = 0.025 Not significant
Chi Square (Col. 5 vs. 6) = 2.624 Not significant
Chi Square (Col. 7 vs. 8) = 3.771 Not significant
Chi Square (Col. 9 vs.10) = 1.388 Not significant

Table 13. Enjoy Your Job - Present Job vs. Past Jobs

(See pages 18 and 19 for definition of the groups.)

Responding:	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
Less enjoyment	7.2%	20.9%	5.8%	6.8%	8.9%	5.5%	5.3%	10.3%	13.0%	7.1%
Same enjoyment	26.1%	27.9%	25.6%	22.7%	28.6%	23.6%	36.8%	23.1%	17.4%	28.6%
More enjoyment	66.7%	51.2%	68.6%	70.5%	62.5%	70.9%	57.9%	66.7%	69.6%	64.3%
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.1	100.0	100.0

Chi Square (Col. 1 vs. 2) = 6.519 Significant at 95% level

Chi Square (Col. 1 vs. 3) = 0.175 Not significant

Chi Square (Col. 1 vs. 4) = 0.218 Not significant

Chi Square (Col. 5 vs. 6) = 1.018 Not significant

Chi Square (Col. 7 vs. 8) = 2.486 Not significant

Chi Square (Col. 9 vs.10) = 0.819 Not significant

Table 14. Job Security - Present Job vs. Past Jobs

(See pages 18 and 19 for definition of the groups.)

Responding:	(1) OUP Total	(2) OUP Appli-cants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Train-ing	(6) OUP Place-ments	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Com-pleted	(10) HSE Com-pleted
Less job security	29.4%	25.6%	31.4%	31.8%	29.1%	29.6%	21.1%	30.8%	34.8%	21.4%
Same job security	26.6%	34.9%	39.5%	38.6%	21.8%	31.5%	42.1%	17.9%	17.4%	21.4%
More job security	44.0%	39.5%	29.1%	29.5%	49.1%	38.9%	36.8%	51.3%	47.8%	57.1%
	100.0	100.0	100.0	99.9	100.0	100.0	100.0	100.0	100.0	99.9

Chi Square (Col. 1 vs. 2) = 1.032 Not significant

Chi Square (Col. 1 vs. 3) = 5.430 Significant at 90% level

Chi Square (Col. 1 vs. 4) = 3.223 Not significant

Chi Square (Col. 5 vs. 6) = 1.603 Not significant

Chi Square (Col. 7 vs. 8) = 6.190 Significant at 95% level

Chi Square (Col. 9 vs.10) = 0.744 Not significant

Table 15. Prestige - Present Job vs. Past Jobs

(See pages 18 and 19 for definition of the groups.)

Responding:	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
Less prestige	12.8%	11.9%	11.6%	9.1%	18.5%	7.3%	10.5%	23.7%	17.4%	23.1%
Same prestige	40.4%	50.0%	38.4%	34.1%	33.3%	47.3%	52.6%	31.6%	30.4%	38.5%
More prestige	46.8%	38.1%	50.0%	56.8%	48.1%	45.5%	36.8%	44.7%	52.2%	38.5%
	100.0	100.0	100.0	100.0	99.9	100.1	99.9	100.0	100.0	100.1

Chi Square (Col. 1 vs. 2) = 1.191 Not significant

Chi Square (Col. 1 vs. 3) = 0.209 Not significant

Chi Square (Col. 1 vs. 4) = 1.330 Not significant

Chi Square (Col. 5 vs. 6) = 4.037 Not significant

Chi Square (Col. 7 vs. 8) = 5.141 Significant at 90% level

Chi Square (Col. 9 vs.10) = 0.629 Not significant

Table 16. Hard to Qualify for this Job - Present Job vs. Past Jobs

(See pages 18 and 19 for definition of the groups.)

Responding:	(1) OUP Total	(2) OUP Appli-cants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Train-ing	(6) OUP Place-ments	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Com-pleted	(10) HSE Com-pleted
Less hard to qualify	18.2%	23.3%	17.4%	22.7%	21.8%	14.5%	19.3%	26.3%	31.8%	21.4%
Same to qualify	37.3%	37.2%	34.9%	31.8%	29.1%	45.5%	52.6%	36.8%	27.3%	42.9%
More to qualify	44.5%	39.5%	47.7%	45.5%	49.1%	40.0%	28.1%	36.8%	40.9%	35.7%
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.9	100.0	100.0

Chi Square (Col. 1 vs. 2) = 0.586 Not significant
Chi Square (Col. 1 vs. 3) = 0.194 Not significant
Chi Square (Col. 1 vs. 4) = 0.601 Not significant
Chi Square (Col. 5 vs. 6) = 3.286 Not significant
Chi Square (Col. 7 vs. 8) = 2.291 Not significant
Chi Square (Col. 9 vs.10) = 1.015 Not significant

Table 17. Job Reward Score - Present Job vs. Past Jobs

(See pages 18 and 19 for definition of the groups.)

	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
(Lowest range)										
7 to 29	12.4%	12.2%	15.1%	14.3%	11.3%	13.5%	12.5%	28.1%	33.3%	16.7%
30 to 40	29.5%	48.8%	32.9%	28.6%	32.1%	26.9%	41.1%	31.3%	22.2%	41.7%
41 - 63	58.1%	39.0%	52.1%	57.1%	56.6%	59.6%	46.4%	40.6%	44.4%	41.7%
(Highest range)										
	100.0	100.0	100.1	100.0	100.0	100.0	100.0	100.0	99.9	100.1

Chi Square (Col. 1 vs. 2) = 5.164 Significant at 90% level

Chi Square (Col. 1 vs. 3) = 0.670 Not significant

Chi Square (Col. 1 vs. 4) = 0.098 Not significant

Chi Square (Col. 5 vs. 6) = 0.374 Not significant

Chi Square (Col. 7 vs. 8) = 3.413 Not significant

Chi Square (Col. 9 vs.10) = 1.670 Not significant

Table 18. Job Reward: Summary of Responses More or Considerably More[1/]

	(1) OUP Total	(2) OUP Applicants	(3) non-OUP MNR's	(4) non-OUP MC Jobs	(5)[2/] HSE Completed	(6)[2/] HSE Not Completed
Opportunity to advance	66.4%	(52.4)%	(44.4)%	(42.5)%	64.3%	56.5%
Enjoy job	66.7%	(51.2)%	70.5%	68.6%	64.3%	69.6%
Job security	44.0%	39.5%	(29.5)%	(29.1)%	57.1%	47.8%
Income	53.2%	50.0%	64.4%	57.5%	57.1%	50.0%
Ability to qualify	44.5%	39.5%	45.5%	47.7%	35.7%	40.9%
Prestige	46.8%	(38.1)%	56.8%	45.7%	38.5%	52.2%
Horizontal mobility	56.8%	58.1%	55.6%	59.8%	64.3%	52.2%
Job reward score	58.1%	(39.0)%	57.1%	(52.1)%	41.7%	44.4%

[1/] To aid interpretation, items where a control group (Col. 2-4) is less than the study group by 5% or more are bracketed. Where the control group is higher by 5% or more, the control group response is underlined.

[2/] Because the limited number of respondents would warrent only tentative conclusions to be drawn, no bracketing or underlining has been presented.

OUP and Job Requirements

Survey respondents were asked to compare present and past jobs as to job requirements. When we compare the OUP participants to the OUP applicants we find no significant differences as to the change in required "job skills", "acting on one's initiative", "supervisory responsibilities", "working with people", "general education", or "natural ability" on their present job. In every case most respondents of both groups said their current job required the same or more of each of the above items. (See Tables 19-25 columns 1 versus 2.)

Comparing the OUP participants to the non-OUP, MNR's and non-MNR's who have Model City jobs we find no statistically significant differences. The non-OUP group tended to have a larger increase in acting on their own initiative*, but the OUP participants tended to have a higher composite score for the change in job requirements*. (See Tables 19-25 columns 1 versus 3.) There are no significant differences when we compare the OUP participants to the MNR's who received Model City jobs without OUP as to changes in job requirements. (See Tables 19-25 columns 1 versus 4.)

Switching our comparison to the OUP placements only and the OUP placements and training, we again find no significant differences as to changes in the job requirements. However, there is a tendency for the OUP placements and training to have a larger change in "job skills" required than the OUP Placements Only group*. (See Tables 19-25 columns 5 versus 6.)

The foregoing would indicate a very strong similarity between all groups interviewed as to the changes in job requirements. Also, all the groups reported a positive change in each of the job requirements'

comparisons. Thus, it would seem that the OUP jobs were of the same increase in quality (when quality is measured by job requirements) as the jobs in the other groups.

We also asked our respondents if they learned any of the job skills that are needed on their present job through on-the-job training, "training yourself", or skill training classes. Again we find few significant differences. A majority of the OUP participants and the OUP applicants both said "yes" to on-the-job training and "training yourself", but "no" to having skill training classes. (See Tables 26-28 columns 1 versus 2.) When the OUP participants are compared to the MNR's and non-MNR's who received Model City jobs without OUP, the only significant difference is that the OUP participants gave a much higher "yes" answer to on-the-job training.** (See tables 26-28 columns 1 versus 3.) This same difference occurs with respect to on-the-job training** when OUP is compared to only the MNR's with Model City jobs but no OUP services. (See Tables 26-28 columns 1 versus 4.) There are no significant differences when we compare the OUP placements only and the OUP placements and training. (See Tables 26-28 columns 5 versus 6.)

Thus, it would again seem that the OUP and non-OUP jobs were of the same quality and training patterns were similar except that the OUP jobs relied more heavily upon "on-the-job training".

HSE and Job Requirements

There are no significant differences when we compare our various HSE groups as to changes in job requirements and sources of job skills. In each case (HSE total, HSE not completed, HSE completed, and less-than-high-school-but-no-HSE) the respondents said they had a positive change in job requirements, and that on-the-job training and training yourself was utilized, but not skill training classes. (See Tables 19-28 columns 7 versus 8 and 9 versus 10.)

Table 19. Job Skills - Present Job vs. Past Jobs

(See pages 18 and 19 for definition of the groups.)

Responding:	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
Less job skills required	16.2%	23.3%	10.3%	15.6%	19.6%	12.7%	26.3%	22.5%	29.2%	14.3%
Same job skills required	27.9%	20.9%	26.4%	28.9%	17.9%	38.2%	24.6%	17.5%	12.5%	21.4%
More job skills required	36.0%	37.2%	37.9%	33.3%	35.7%	36.4%	26.3%	37.5%	33.3%	42.9%
Considerably more job skills required	19.8%	18.6%	25.3%	22.2%	26.8%	12.7%	22.8%	22.5%	25.0%	21.4%
	99.9	100.0	99.9	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Chi Square (Col. 1 vs. 2) = 1.464 Not significant

Chi Square (Col. 1 vs. 3) = 1.976 Not significant

Chi Square (Col. 1 vs. 4) = 0.176 Not significant

Chi Square (Col. 5 vs. 6) = 7.693 Significant at 90% level

Chi Square (Col. 7 vs. 8) = 1.631 Not significant

Chi Square (Col. 9 vs.10) = 1.538 Not significant

Table 20. Acting on One's Initiative - Present Job vs. Past Jobs

(See pages 18 and 19 for definition of the groups.)

Responding:	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
Less initiative required	12.5%	14.0%	2.3%	2.3%	7.1%	17.9%	10.5%	2.5%	4.2%	0.0%
Same initiative required	18.8%	14.0%	20.7%	29.5%	17.9%	19.6%	29.8%	17.5%	16.7%	14.3%
More initiative required	44.6%	53.5%	50.6%	45.5%	50.0%	39.3%	40.4%	57.5%	50.0%	71.4%
Considerably more initiative required	24.1%	18.6%	26.4%	22.7%	25.0%	23.2%	19.3%	22.5%	29.2%	14.3%
	100.0	100.1	100.0	100.0	100.0	100.0	100.0	100.0	100.1	100.0

Chi Square (Col. 1 vs. 2) = 1.394 Not significant

Chi Square (Col. 1 vs. 3) = 6.902 Significant at 90% level

Chi Square (Col. 1 vs. 4) = 5.156 Not significant

Chi Square (Col. 5 vs. 6) = 3.376 Not significant

Chi Square (Col. 7 vs. 8) = 5.116 Not significant

Chi Square (Col. 9 vs.10) = 2.143 Not significant

Table 21. Supervisory Responsibilities - Present Job vs. Past Jobs

(See pages 18and 19 for definition of the groups.)

	(1) OUP Total	(2) OUP Appli-cants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Train-ing	(6) OUP Place-ments	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Com-pleted	(10) HSE Com-pleted
Less required	30.4%	32.6%	22.7%	24.4%	28.6%	32.1%	36.8%	40.0%	41.7%	35.7%
Same required	25.0%	18.6%	22.7%	28.9%	17.9%	32.1%	28.1%	20.0%	12.5%	28.6%
More required, Considerably more required	44.6%	48.8%	54.5%	46.7%	53.6%	35.7%	35.1%	40.0%	45.8%	35.7%
	100.0	100.0	99.9	100.0	100.1	99.9	100.0	100.0	100.0	100.0

Chi Square (Col. 1 vs. 2) = 0.715 Not significant

Chi Square (Col. 1 vs. 3) = 2.155 Not significant

Chi Square (Col. 1 vs. 4) = 0.607 Not significant

Chi Square (Col. 5 vs. 6) = 4.403 Not significant

Chi Square (Col. 7 vs. 8) = 0.833 Not significant

Chi Square (Col. 9 vs.10) = 1.534 Not significant

Table 22. Working with People - Present Job vs. Past Jobs

(See pages 18 and 19 for definition of the groups.)

Responding:	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
Less working with people	10.8%	20.9%	3.4%	4.4%	7.1%	14.5%	17.5%	15.0%	20.8%	7.1%
Same--working with people	25.2%	25.6%	24.1%	28.9%	17.9%	32.7%	22.8%	22.5%	16.7%	28.6%
More working with people	41.4%	32.6%	46.0%	51.1%	50.0%	32.7%	36.8%	37.5%	37.5%	35.7%
Considerably more working with people	22.5%	20.9%	26.4%	15.6%	25.0%	20.0%	22.8%	25.0%	25.0%	28.6%
	99.9	100.0	99.9	100.0	100.0	99.9	99.9	100.0	100.0	100.0

Chi Square (Col. 1 vs. 2) = 2.992 Not significant

Chi Square (Col. 1 vs. 3) = 4.052 Not significant

Chi Square (Col. 1 vs. 4) = 3.044 Not significant

Chi Square (Col. 5 vs. 6) = 6.144 Not significant

Chi Square (Col. 7 vs. 8) = 0.144 Not significant

Chi Square (Col. 9 vs.10) = 1.695 Not significant

Table 23. General Education - Present Job vs. Past Jobs

(See pages 18 and 19 for definition of the groups.)

Responding:	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
Less gen. education required	10.8%	23.3%	3.4%	6.7%	10.7%	10.9%	17.5%	25.0%	33.3%	14.3%
Same gen. education required	36.9%	30.2%	42.5%	46.7%	28.6%	45.5%	38.6%	25.0%	16.7%	35.7%
More gen. education required / Considerably more gen. education required	52.3%	46.5%	54.0%	46.7%	60.7%	43.6%	43.9%	50.0%	50.0%	50.0%
	100.0	100.0	99.9	100.1	100.0	100.0	100.0	100.0	100.0	100.0

Chi Square (Col. 1 vs. 2) = 3.959 Not significant

Chi Square (Col. 1 vs. 3) = 3.906 Not significant

Chi Square (Col. 1 vs. 4) = 1.532 Not significant

Chi Square (Col. 5 vs. 6) = 3.691 Not significant

Chi Square (Col. 7 vs. 8) = 2.142 Not significant

Chi Square (Col. 9 vs.10) = 2.574 Not significant

Table 24. Natural Ability - Present Job vs. Past Jobs

(See pages 18 and 19 for definition of the groups.)

Responding:	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
Less natural ability required	9.9%	18.6%	4.6%	6.7%	10.7%	9.1%	17.5%	10.0%	8.3%	14.3%
Same natural ability required	33.3%	37.2%	36.8%	42.2%	28.6%	38.2%	31.6%	30.0%	20.8%	35.7%
More natural ability required / Considerably more natural ability required	56.8%	44.2%	58.6%	51.1%	60.7%	52.7%	50.9%	60.0%	70.8%	50.0%
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.9	100.0

Chi Square (Col. 1 vs. 2) = 2.954 Not significant

Chi Square (Col. 1 vs. 3) = 2.013 Not significant

Chi Square (Col. 1 vs. 4) = 1.265 Not significant

Chi Square (Col. 5 vs. 6) = 1.154 Not significant

Chi Square (Col. 7 vs. 8) = 1.304 Not significant

Chi Square (Col. 9 vs.10) = 1.649 Not significant

Table 25. Composite Job Requirements Score - Present Job vs. Past Jobs

(See pages 18 and 19 for definition of the groups.)

	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
(Lowest range)										
6 to 25	6.5%	9.8%	17.9%	11.4%	3.7%	9.3%	8.9%	5.9%	5.0%	8.3%
26 to 34	34.3%	41.5%	26.2%	34.1%	27.8%	40.7%	39.3%	50.0%	55.0%	41.7%
35 to 44	42.6%	36.6%	45.2%	47.7%	48.1%	37.0%	41.1%	35.3%	35.0%	33.3%
45 to 54	16.7%	12.2%	10.7%	6.8%	20.4%	13.0%	10.7%	8.8%	5.0%	16.7%
(Highest range)										
	100.1	100.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Chi Square (Col. 1 vs. 2) = 1.504 Not significant

Chi Square (Col. 1 vs. 3) = 7.603 Significant at 90% level

Chi Square (Col. 1 vs. 4) = 3.326 Not significant

Chi Square (Col. 5 vs. 6) = 4.282 Not significant

Chi Square (Col. 7 vs. 8) = 1.070 Not significant

Chi Square (Col. 9 vs.10) = 1.495 Not significant

Table 26. On-the-Job Training and Present Job

(See pages 18and 19 for definition of the groups.)

Responding:	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
No	36.4%	29.5%	54.9%	55.3%	32.7%	40.0%	37.3%	41.7%	31.8%	58.3%
Yes	63.6%	70.5%	45.1%	44.7%	67.3%	60.0%	62.7%	58.3%	68.2%	41.7%
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Chi Square (Col. 1 vs. 2) = 0.647 Not significant

Chi Square (Col. 1 vs. 3) = 6.047 Significant at 97.5% level

Chi Square (Col. 1 vs. 4) = 4.164 Significant at 95% level

Chi Square (Col. 5 vs. 6) = 0.629 Not significant

Chi Square (Col. 7 vs. 8) = 0.180 Not significant

Chi Square (Col. 9 vs.10) = 2.254 Not significant

Table 27. Training Yourself and Present Job

(See pages 18 and 19 for definition of the groups.)

Responding:	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
No	30.6%	26.7%	25.4%	28.9%	28.6%	32.7%	20.0%	32.4%	27.3%	38.5%
Yes	69.4%	73.3%	74.6%	71.1%	71.4%	67.3%	80.0%	67.6%	72.7%	61.5%
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Chi Square (Col. 1 vs. 2) = 0.242 Not significant

Chi Square (Col. 1 vs. 3) = 0.591 Not significant

Chi Square (Col. 1 vs. 4) = 0.038 Not significant

Chi Square (Col. 5 vs. 6) = 0.226 Not significant

Chi Square (Col. 7 vs. 8) = 1.900 Not significant

Chi Square (Col. 9 vs.10) = 0.475 Not significant

Table 28. Skill Training Classes and Present Job

(See pages 18 and 19 for definition of the groups.)

Responding:	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
No	65.5%	75.6%	73.6%	69.2%	66.1%	64.9%	68.3%	64.9%	63.6%	69.2%
Yes	34.5%	24.4%	26.4%	30.8%	33.9%	35.1%	31.7%	35.1%	36.4%	30.8%
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Chi Square (Col. 1 vs. 2) = 1.508 Not significant

Chi Square (Col. 1 vs. 3) = 1.349 Not significant

Chi Square (Col. 1 vs. 4) = 0.182 Not significant

Chi Square (Col. 5 vs. 6) = 0.017 Not significant

Chi Square (Col. 7 vs. 8) = 0.125 Not significant

Chi Square (Col. 9 vs.10) = 0.114 Not significant

Participant Evaluation of OUP

We asked each OUP participant to tell us how valuable the services of OUP were in helping them (1) get a job, (2) keep the job, and (3) improve their education. Their responses are summarized in Tables 29-31.

In general, we can see that the two most frequent responses were either valuable or very valuable. Some, but not many of the OUP participants thought the OUP services were "not valuable" or only "somewhat valuable" if the services were used. However, a substantial percentage of the participants indicated that the OUP services were "not used". Some of this may be caused by recognition problems since OUP involved Model Cities, CEP, and Drake identities. Also, OUP did not provide a standard routine of training and placement service to everyone. Thus, we expect a high percentage of the OUP Placements Only to say that OUP was not used to improve their education; and we expect some of the OUP Training and Placements to say they did not use OUP to get a job (since some of them may have stayed with their previous employer when they entered OUP). But these types of reasons do not explain all the responses of OUP "Not Used". That 40 per cent of these OUP identified as "Placements Only" said that OUP was not used to get a job; and 33.3 per cent of the OUP identified "training Only" said OUP was not used to improve their education suggest only minimum formal contact was established with a number of those OUP identified as participants.

Thus, while the participant evaluation of OUP is fairly good, there is a high percentage of OUP "Not Used" responses which is somewhat puzzling. We suspect that at least some of the OUP participants identify the program under some other name, and/or at least some of the people identified as OUP perhaps were not really OUP participants in the activity the records indicate.

In addition to the above, we had everyone in our survey respond to two questions about the future. The first question asked if the respondent would be able to get the job or job situation in the future that was right for him (or her). The second question asked would they be able to get a better job in the future because of their present job.

Everyone gave fairly optimistic answers to both questions; however, the OUP participants were significantly more optimistic than the group 4 (MNR's with MC jobs and no OUP services) in responding to the first question. In other respects there was almost no difference in the responses from the various OUP study and control groups regarding the future. (See Tables 32-33 columns 1 versus 2, 1 versus 3, 1 versus 4, and 5 versus 6.)

HSE and Participant Evaluation

Although we did not have the HSE participants comment about HSE, we did ask them the two questions about future jobs. There were no significant differences between the HSE completed and the HSE not completed groups. Both were fairly optimistic about the future. (See Tables 32-33 columns 9 versus 10.)

Table 29. OUP's Value in Getting a Job

Responding:	(1) OUP Training Only		(2) OUP Placements Only		(3) OUP Training & Placements	
	Percentage	Cummulative Percentage	Percentage	Cummulative Percentage	Percentage	Cummulative Percentage
Very valuable	33.3%	33.3%	23.8%	23.8%	38.5%	38.5%
Valuable	22.2%	55.5%	12.7%	36.5%	21.2%	59.7%
Somewhat valuable	5.6%	61.1%	19.0%	55.5%	13.3%	73.0%
Used, but not valuable	5.6%	66.7%	3.2%	58.7%	3.9%	76.9%
OUP not used	33.3%	100.0%	41.3%	100.0%	23.1%	100.0%

Table 30. OUP's Value in Keeping Your Job

Responding:	(1) OUP Training Only		(2) OUP Placements Only		(3) OUP Training & Placements	
	Percentage	Cummulative Percentage	Percentage	Cummulative Percentage	Percentage	Cummulative Percentage
Very valuable	16.7%	16.7%	14.5%	14.5%	17.6%	17.6%
Valuable	11.1%	27.8%	11.3%	25.8%	27.5%	45.1%
Somewhat valuable	22.2%	50.0%	14.5%	40.3%	17.6%	62.7%
Used, but not valuable	5.6%	55.6%	8.1%	48.4%	5.9%	68.6%
OUP not used	44.4%	100.0%	51.6%	100.0%	31.4%	100.0%

Table 31. OUP's Value in Improving Your Education

Responding:	(1) OUP Training Only		(2) OUP Placements Only		(3) OUP Training & Placements	
	Percentage	Cummulative Percentage	Percentage	Cummulative Percentage	Percentage	Cummulative Percentage
Very valuable	33.3%	33.3%	21.0%	21.0%	40.4%	40.4%
Valuable	16.7%	50.0%	6.5%	27.5%	28.8%	69.2%
Somewhat valuable	5.6%	55.6%	11.3%	38.8%	3.8%	73.0%
Used, but not valuable	11.1%	66.7%	4.7%	43.5%	5.8%	78.8%
OUP not used	33.3%	100.0%	56.5%	100.0%	21.2%	100.0%

Table 32. Will You Get the Right Future Job

(See pages 18 and 19 for definition of the groups.)

Responding:	(1) OUP Total	(2) OUP Appli-cants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Train-ing	(6) OUP Place-ments	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Com-pleted	(10) HSE Com-pleted
No	17.6%	11.3%	22.0%	35.4%	17.4%	17.7%	21.5%	13.6%	12.5%	12.5%
Uncertain	19.1%	15.1%	17.6%	12.5%	17.4%	21.0%	23.1%	28.8%	35.0%	18.8%
Yes	63.4%	73.6%	60.4%	52.1%	65.2%	61.3%	55.4%	57.6%	52.5%	68.8%
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.1

Chi Square (Col. 1 vs. 2) = 1.861 Not significant

Chi Square (Col. 1 vs. 3) = 0.681 Not significant

Chi Square (Col. 1 vs. 4) = 6.634 Significant at 95% level

Chi Square (Col. 5 vs. 6) = 0.301 Not significant

Chi Square (Col. 7 vs. 8) = 1.532 Not significant

Chi Square (Col. 9 vs.10) = 1.522 Not significant

Table 33. Will You Get Better Job in Future Due to Present Job

(See pages 18 and 19 for definition of the groups.)

Responding:	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
No	6.9%	11.3%	11.1%	12.5%	5.7%	8.2%	12.1%	24.6%	26.3%	25.0%
Uncertain	21.4%	22.6%	13.3%	10.4%	17.1%	26.2%	25.8%	8.8%	13.2%	0.0%
Yes	71.8%	66.0%	75.6%	77.1%	77.1%	65.6%	62.1%	66.7%	60.5%	75.0%
	100.1	99.9	100.0	100.0	99.9	100.0	100.0	100.1	100.0	100.0

Chi Square (Col. 1 vs. 2) = 1.121 Not significant

Chi Square (Col. 1 vs. 3) = 3.127 Not significant

Chi Square (Col. 1 vs. 4) = 3.753 Not significant

Chi Square (Col. 5 vs. 6) = 2.160 Not significant

Chi Square (Col. 7 vs. 8) = 7.678 Significant at 97.5% level

Chi Square (Col. 9 vs.10) = 2.477 Not significant

OUP's Labor Force Status Impact

When comparing the various OUP and non-OUP groups, we find one significant difference in the labor force status (employment versus unemployment versus out of the labor force) after the program. The OUP participants have a higher level of employment than the OUP applicants.** (See Table 34 columns 1 versus 2.) Other comparisons reveal no significant differences. (See Table 34 columns 1 versus 3, 1 versus 4, and 5 versus 6.)

These other comparisons suggest that some of this increase in employment status was due to the opportunity of MC jobs alone. In summary, the OUP program combined with the opportunity of MC jobs caused its participants to have more employment and consequently less unemployment, and less out-of-the labor force status.

HSE's Labor Force Status Impact

We found no significant difference between the HSE completed and the HSE not completed as to labor force status after the program. We did find that the HSE participants had a significantly higher level of unemployment and non-labor force membership** than the non-HSE and less-than-12-years-of-education group. (See Table 34 columns 7 versus 8 and 9 versus 10.)

HSE completions did not significantly improve their employment status, but the movement that did occur was in the direction of more employment. Given the small numbers who completed HSE and that the employment impact of HSE might take longer than ten months to become effective, it is not surprising that significant differences were not observed.

Table 34. Labor Force Status after Program

(See pages 18 and 19 for definition of the groups.)

	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
Working part-time	11.2%	10.7%	11.8%	16.3%	7.1%	15.6%	11.9%	10.3%	9.1%	14.3%
Working full-time	71.6%	53.6%	78.5%	69.4%	72.9%	70.3%	70.1%	39.7%	40.9%	33.3%
Unemployed	9.7%	16.1%	5.4%	6.1%	12.9%	6.3%	13.4%	11.8%	13.6%	9.5%
Not in labor force	7.5%	19.6%	4.3%	8.2%	7.1%	7.8%	4.5%	38.2%	36.4%	42.9%
	100.0	100.0	100.0	100.0	100.0	100.0	99.9	100.0	100.0	100.0

Chi Square (Col. 1 vs. 2) = 8.638 Significant at 95% level
Chi Square (Col. 1 vs. 3) = 2.550 Not significant
Chi Square (Col. 1 vs. 4) = 1.326 Not significant
Chi Square (Col. 5 vs. 6) = 3.704 Not significant
Chi Square (Col. 7 vs. 8) =23.766 Significant at 99.995% level
Chi Square (Col. 9 vs.10) = 0.920 Not significant

OUP and Job Satisfaction

The respondents in the OUP study and control groups were asked questions which indicate their satisfaction with their present job. The OUP participants had a significantly higher level of job satisfaction than the OUP applicants.** (See Table 35 columns 1 versus 2.) However when we compare OUP to the other groups, we find no difference in job satisfaction score. This would suggest the job satisfaction score goes with the job and that specialized placement services did not result in higher job satisfaction scores. (See Table 35 columns 1 versus 3, 1 versus 4, and 5 versus 6.)

Table 35. Job Satisfaction Score

(See pages 18 and 19 for definition of the groups.)

	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
(Lowest)										
01-21	17.8%	33.3%	11.8%	11.4%	16.4%	19.2%	-----	-----	-----	-----
22-28	49.5%	52.4%	50.6%	56.8%	54.5%	44.2%	-----	-----	-----	-----
29-35	32.7%	14.3%	37.6%	21.8%	29.1%	36.5%	-----	-----	-----	-----
(Highest)										
	100.0	100.0	100.0	100.0	100.0	99.9				

Chi Square (Col. 1 vs. 2) = 7.074 Significant at 95% level

Chi Square (Col. 1 vs. 3) = 1.468 Not significant

Chi Square (Col. 1 vs. 4) = 1.130 Not significant

Chi Square (Col. 5 vs. 6) = 1.151 Not significant

OUP's Impact on Sociological Variables

The respondents in the OUP study and control groups were asked a series of questions designed to determine their level of community participation, their feelings of powerlessness (absence of power over their lives), and their role in making various household decisions. There were no significant differences between the groups as to any of these measures. (See Tables 36-38 columns 1 through 6.) As the various groups had similar occupational upgrading experience and were similar in other characteristics, this result would be expected. Follow-up analysis on these variables and analysis in subsequent years would be necessary to determine if those who have been upgraded have a greater change in these indicators than those whose career development did not proceed.

HSE's Impact on Sociological Variables

HSE also seems to have had no significant impact upon the three sociological variables in Tables 36-38. There are no significant differences between the HSE not completed and the HSE completed groups. The only significant difference reveals that the HSE participants had a lower level of community participation** than the less-than-high-school-non-HSE group. (See Tables 36-38 columns 7 versus 8 and 9 versus 10.)

Table 36. Community Participation Score[1/]

(See pages 18 and 19 for definition of the groups.)

	(1) OUP Total	(2) OUP Appli-cants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Train-ing	(6) OUP Place-ments	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Com-pleted	(10) HSE Com-pleted
(Lowest)										
06-15	39.7%	41.1%	31.2%	35.3%	34.8%	45.2%	46.2%	68.8%	78.0%	55.0%
16-25	18.3%	19.6%	17.2%	15.7%	17.4%	19.4%	20.0%	12.5%	7.3%	20.0%
26-34	22.1%	10.7%	18.3%	15.7%	23.2%	21.0%	15.4%	4.7%	2.4%	10.0%
35-54	19.8%	28.6%	33.3%	33.3%	24.6%	14.5%	18.5%	14.1%	12.2%	15.0%
(Highest)										
	99.9	100.0	100.0	100.0	100.0	100.1	100.1	100.1	99.9	100.0

Chi Square (Col. 1 vs. 2) = 4.120 Not significant

Chi Square (Col. 1 vs. 3) = 5.409 Not significant

Chi Square (Col. 1 vs. 4) = 3.907 Not significant

Chi Square (Col. 5 vs. 6) = 2.713 Not significant

Chi Square (Col. 7 vs. 8) = 8.030 Significant at 95% level

Chi Square (Col. 9 vs.10) = 4.541 Not significant

[1/] The community participation score is the sum of the answers to a series of questions dealing with how often the respondent (1) served on a board responsible for neighborhood programs; (2) served on any committee working to improve neighborhood life; (3) provided leadership of any neighborhood action program; etc.

Table 37. Powerlessness Score[1/]
(See pages 18 and 19 for definition of the groups.)

	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
(Lowest)										
0-40	18.5%	22.4%	20.8%	25.0%	19.7%	17.2%	27.9%	23.9%	27.9%	19.0%
41-50	18.5%	25.9%	13.5%	19.2%	18.3%	18.8%	22.1%	25.4%	23.3%	33.3%
51-60	23.0%	29.3%	30.2%	30.8%	22.5%	23.4%	27.9%	17.9%	14.0%	28.6%
61-90	40.0%	22.4%	35.4%	25.0%	39.4%	40.6%	22.1%	32.8%	34.9%	10.9%
(Highest)										
	100.0	100.0	99.9	100.0	99.9	100.0	100.0	100.0	100.1	99.9

Chi Square (Col. 1 vs. 2) = 5.640 Not significant
Chi Square (Col. 1 vs. 3) = 2.442 Not significant
Chi Square (Col. 1 vs. 4) = 4.054 Not significant
Chi Square (Col. 5 vs. 6) = 0.144 Not significant
Chi Square (Col. 7 vs. 8) = 3.280 Not significant
Chi Square (Col. 9 vs.10) = 3.782 Not significant

[1/] The powerlessness score is the sum of the answers to a series of questions dealing with the way in which each respondent has control over various parts of their lives as "how much effect do you have on keeping the kind of job you now have", etc.

Table 38. Respondent Role in Household Decision Making[1/]
(See pages 18 and 19 for definition of the groups.)

	(1) OUP Total	(2) OUP Applicants	(3) MNR & non-MNR non-OUP	(4) MNR non-OUP	(5) OUP Training	(6) OUP Placements	(7) non-HSE (<12 years)	(8) HSE Total	(9) HSE Not Completed	(10) HSE Completed
(Lowest)										
7-29	32.2%	24.0%	20.0%	28.0%	41.4%	23.3%	29.4%	26.7%	23.8%	37.5%
30-40	27.1%	32.0%	46.0%	44.0%	27.6%	26.7%	47.1%	56.7%	61.9%	37.5%
41-63	40.7%	44.0%	34.0%	28.0%	31.0%	50.0%	23.5%	16.7%	14.3%	25.0%
(Highest)										
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.1	100.0	100.0

Chi Square (Col. 1 vs. 2) = 0.590 Not significant
Chi Square (Col. 1 vs. 3) = 4.532 Not significant
Chi Square (Col. 1 vs. 4) = 2.422 Not significant
Chi Square (Col. 5 vs. 6) = 2.800 Not significant
Chi Square (Col. 7 vs. 8) = 0.485 Not significant
Chi Square (Col. 9 vs.10) = 1.405 Not significant

[1/] The respondent score came from the sum of answers to a series of questions dealing with the way (by self, by spouse, independently, or cooperatively) various household decisions (friends, spending of income, etc.) are made.

OUP's Impact on Earnings

Although the project has operated less than one year some income differences seem to be emerging. Looking at Table 39 we can see that the OUP participants have experienced a fairly large increase in earnings. In fact the increase in earnings is larger for three of the four possible OUP groups than for any other group. The OUP Training and Placement Group experienced a $1,073 increase in earnings, while the OUP Placements Only report a $549 increase in earnings and the OUP Training Only report a $44 decrease in earnings. The change in earnings reported for the OUP Applicants was $199 and the change is $119 for the MNR's who received MC jobs without OUP.

These earnings changes for OUP participants are large enough in our opinion to suggest that economic upgrading due to OUP has occurred although some of the observed upgrading is probably due to the opportunity of MC jobs alone.

Table 39. Average Earnings Before and After OUP

	(1) OUP Applicants	(2) OUP Total	(3) MNR non-OUP	(4) non-MNR non-OUP	(5) OUP Training Only	(6) OUP Placements Only	(7) OUP Training and Placements
Earnings before OUP	$6,092	$5,525	$7,155	$9,920	$5,580	$5,481	$5,060
Earnings after OUP	6,291	5,997	7,272	10,422	5,536	6,030	6,133
Change in earnings	199	674	119	502	-44	549	1,073

(Utilizing analysis of variance the earnings figures before OUP are significantly different at the 95% level for columns 2 vs. 3 + 4; 2 vs. 3; and 2 + 3 vs. 4. For the earnings figures after OUP only columns 2 vs. 3 + 4 is significant at the 95% level.)

HSE's Impact on Earnings

Table 40 lists the reported before and after HSE earnings for the HSE Not Completed and the HSE Completed groups. Again the earnings figures are close, but the evidence of change is in the direction of economic upgrading due to HSE. The change in earnings for the HSE Not Completed group is a $337 decrease, but the change for the HSE Completed group is a $103 increase. In a period of growing unemployment, it is possible that the earnings of the two groups varied as shown but the small numbers preclude any firm conclusions.

Economic Benefit/Cost Estimates

In order to estimate an economic benefit/cost ratio for OUP we have taken the earnings figures reported in Table 39 as the most probable and most conservative estimate of income for the OUP and non-OUP groups.

Looking at the economic benefits of the OUP project from society's point of view, there are four components of benefits. First is the increase in earnings of employed persons who came to OUP to get better paying jobs. Second is the increase in earnings of unemployed persons who get jobs. Third is the increase in earnings of not-in-the labor force persons who get jobs. And fourth is the "vacuum effect." The vacuum effect results when a manpower program places a person on an otherwise unfilled job, and then another person is hired to replace the upgraded person. Although the manpower program only directly benefits one person, society can receive the economic benefits on the two job moves.

We asked everyone who came to OUP and got a new job if they were replaced at their old job by a new worker. About 34 per cent of the responding OUP participants employed before they took their OUP job said they were replaced at their old job. Taking this estimate with the earnings figures in Table 39 and the labor force status figures in Tables 9 and 34 we can estimate the economic benefits that the OUP participants received over and above the OUP applicants. The vacuum effect benefit is about $987 per OUP participant; the employed person benefit is about $319 per OUP participant; the unemployed person benefit is about $314 per OUP participant; and the not-in-labor force person benefit is about $394 per OUP participant. This sums to a total increase in earnings as a social

economic benefit of $2,014 per OUP participant per year.

In order to compare the economic benefits to the economic costs we must discount the future benefits to the present.

In Table 41 we have discounted the economic benefits under the assumption of a ten year time horizon, alternative discount rates of five per cent and ten per cent, and an alternative erosion factor of zero and 17 per cent. The 17 per cent erosion factor comes from the fact that 17 per cent of the OUP participants were not working when our survey was taken. The most conservative social economic figure is $7,012 per OUP participant. As of the time of our survey the economic cost of OUP was $1,285 per OUP participant.

Thus, we see that the social benefit/cost ratio is $7,012/$1,285 or 5.5 to 1.0. However, this ratio attributes all the economic benefits to OUP, and our data reveal that at least some of the economic benefits that the OUP project generated was due to the opportunity of Model City jobs. Using the labor force status and earnings data for the MNR's who received Model City jobs without OUP we can estimate that approximately 47 per cent of the above economic benefits were due to Model City jobs alone, and the remainder to OUP. This reduces our OUP benefit figure from $7,012 to $3,709. The cost figure remains the same, and so the social benefit/cost ratio of OUP becomes $3,709/$1,285 or 2.9 to 1.0. Society still receives more economic benefits than it pays in economic costs.

In addition to a social benefit/cost ratio we can compute an estimate of the government tax recovery ratio. We know that the federal government (and the State of Iowa) will tax the increased earnings of the OUP participants, and these additional tax revenues will reduce the true economic

costs of the OUP project. Moreover any savings or reduced government expenditures for welfare and unemployment compensation will also lower the true economic costs of OUP. If we take the current federal income tax and social security tax, and the Iowa income and sales taxes for a two-person family earning $6,120 a year, we get a 24 per cent tax rate. Taking 24 per cent of the ten year economic benefits due to OUP ($3,709) we get government recovery of $890 per OUP participant. The welfare and unemployment compensation data we received in our survey indicates a $71 per OUP participant savings due to the reductions in welfare and unemployment compensation over the same time period.

The government's economic benefits due to OUP is $961 per OUP participant, and its recovery ratio is $961/$1,285 or 74.7 per cent. Thus based on operation during the first year, we estimate that the government will recover almost 75 per cent of its economic outlay for the OUP project.

Similar estimates could be computed for HSE; however, only 16 people answered our earnings questions for HSE and this is too small a sample upon which to reliably base benefit/cost ratios.

Table 40. Average Earnings Before and After HSE

	(1) HSE Not Completed	(2) HSE Completed
Earnings before HSE	$4,741	$4,044
Earnings after HSE	4,404	4,147
Change in earnings	-337	103

(Utilizing analysis of variance the earnings figures before and after HSE do not significantly differ at the 95% level.)

Table 41. Discounting the Economic Benefits to the Present

	Present Value of Economic Benefits (Time Horizon = 10 years)
Discount rate = 5%, no erosion factor	$15,554 per OUP participant
Discount rate = 10%, no erosion factor	$12,376 per OUP participant
Discount rate = 5%, 17% erosion factor	$8,282 per OUP participant
Discount rate = 10%, 17% erosion factor	$7,012 per OUP participant

DATA APPENDIX I

Description of Sample Populations

Occupational Upgrading Participants

The entire clientele of OUP was included in this survey with the exception of temporary placements. Temporary employees were largely placed as interviewers or coders on the surveys, hence would be handling their own data. Additionally, the part-time temporary nature of this work was not of primary upgrading intent.

One hundred forty-seven OUP clients were identified as being served prior to January, 1971--135 (91.8 per cent) of these completed instruments. Throughout the survey refusals were about two per cent and the remainder could not be located, were out of the community, and one in jail.

Occupational Upgrading Applicants Only

Of those persons not counted as clients of OUP but who had applied for positions, a sample was drawn with those over 65 and under 22 being eliminated from the sample. As OUP was directed to serve those 25 years of age with potential for upgrading, these age restrictions were justified to obtain a better control group. Of the 159 remaining, a 40 per cent random sample or 63 names were drawn. No attempt was made to exclude discontinued applications or non-Model Neighborhood residents (as these persons could receive referral to Model City jobs although not with the priority to residents).

Applicants who had received Model City jobs but not through OUP were excluded if they appeared in one of the other control groups (three persons). These applicants (one full-time and two part-time employed after and one full-time, one part-time and one unemployed before) could have been included in either of the control groups and were included in the smaller unit. Fifty-eight (92.1 per cent) of the 63 sampled completed questionnaires.

High School Equivalency

The participants in HSE included 90 MNR's but 17 were eliminated because they were too young (under 21). Young persons would confound initial work establishment with upgrading, hence their exclusion. Interviews were attempted with 100 per cent of those remaining and were completed with 90.4 per cent.

The groups were divided on the number of parts completed. Because of the small numbers completing, the separation was made at 4/5 completion. This is a serious limitation, but the alternative was to have no statistical analysis.

It should be noted that other persons are served in College Adaptor, tutoring for those with high school diplomas but in need of development in specific areas, and Prevocational courses (skill training). This diverse group of services was not evaluated is valuable to meet individual needs.